



OFFICE ORDER NO.HR&ADMIN/PO/124/2026

**Sub: Revision of Pay Scales & Allowances of Officers of
State Life Insurance Corporation of Pakistan (2024-2025)**

The Board of Directors in its 319th meeting held on 14th and 15th March 2026, approved the recommendation of the EHRR&NC made in its 59th meeting held on 13th March 2026, regarding an increase in **basic pay at the rate of 15%** and an enhancement of **house rent allowance from 60% to 70% (i.e., an increase of 10%)** for officers in the grades of Executive Officer to General Manager including contract officers (who are appointed under existing scales) and Area Managers, w.e.f 1st January, 2024.

02. The revised Pay Scales for Officers are as under:-

@ 15% Basic Pay Increase

Designations	Grade	Existing Pay Scale			Revised Pay Scales		
Executive Officer	08	29967	2145	81447	34463	2467	93671
Assistant Manager	09	43226	2979	114722	49710	3426	131934
Deputy Manager	10	53838	3681	142182	61914	4234	163530
Manager	11	75137	3844	167393	86408	4421	192512
A.G.M	12	81255	4086	179319	93444	4699	206220
D.G.M	13(a)	94991	4245	196871	109240	4882	226408
G.M	13(b)	109556	5376	238580	125990	6183	274382

03. The following allowances have also been increased w.e.f 01.01.2024:-

(i) **Conveyance Allowance @ 25%**

Designation	% Increased	Existing (pm)	Revised (pm)
E.O to D.M	25%	Rs.9,135/-	Rs.11,419/-

(ii) **Car Maintenance Allowance @ 20%**

Designation	% Increased	Existing (pm)	Revised (pm)
Manager	20%	Rs.7,280/-	Rs.8,736/-

(iii) **Car Rental @ 20% increase over existing limit**

Designation	Existing Limit (pm)		Revised Limit (pm)	
	Mkt.	Non-Mkt.	Mkt.	Non-Mkt.
General Manager	Rs.10,920/-	Rs.10,920/-	Rs.13,104	Rs.13,104
Dy. Gen. Manager	Rs.9,100/-	Rs.9,100/-	Rs.10,920	Rs.10,920
Asst. Gen. Manager	Rs.8,190/-	Rs.8,190/-	Rs.9,828	Rs.9,828
Manager	Rs.8,190/-	-Nil-	Rs.9,828	-Nil-
Dy.Mgr./Asst. Mgr.	Rs.4,550/-	-Nil-	Rs.5,460	-Nil-

(iv) **Driver's Subsidy @ 20% increase over existing limit**

Designation	Existing Limit (pm)		Revised Limit (pm)	
	Mkt.	Non-Mkt.	Mkt.	Non-Mkt.
General Manager/DH	Rs.20,930/-	Rs.20,930/-	Rs.25,116/-	Rs.25,116/-
D.G.M. / D.H.	Rs.20,930/-	Rs.20,930/-	Rs.25,116/-	Rs.25,116/-
R.C. / Zonal Head	Rs.20,930/-	Rs.20,930/-	Rs.25,116/-	Rs.25,116/-
D.G.M	Rs.13,650/-	Rs.12,740/-	Rs.16,380/-	Rs.15,288/-
A.G.M. / Manager	Rs.10,010/-	-nil-	Rs.12012/-	-nil-

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04. Fixation of pay of the existing officers:

- i. The basic pay of officers who are/were in service as at 31.12.2023 shall be fixed in the revised basic pay scales 2024-2025 on point to point to basis w.e.f 01.01.2024.
- ii. In case of personal pay being drawn by an officer as part of his / her basic pay beyond the maximum of his/her basic pay scale shall continue to draw such pay in the revised basic pay scales 2024-2025.
- iii. The pay fixation for existing officers i.e. Executive Officer to General Manager including contract officers (who are appointed under existing scales) and Area Managers as on 01.01.2024 and onward, shall be fixed in the relevant new/revised pay scales, which is as many stages above the minimum as the stages occupied by him/her in the existing pay scale on point to point basis i.e. to the nearest stage.
- iv. Pay fixation of officers in the grades of Executive Officer to General Manager, including contract officers appointed under existing scales posted at PO, RED, G&P Division, G&P Karachi Zone, H&A Division & Bancassurance Division, shall be carried out by the Principal Office. Furthermore, pay fixation in respect of officers who have retired, resigned, or expired, as well as those promoted/ upgraded from the staff cadre during 2023 & 2024, and officers promoted within the officer cadre during 2024, 2025 and onwards, shall be processed separately by the Principal Office in accordance with the applicable rules.
- v. In respect of contractual officers appointed under the existing Pay Scales, their pay & allowances shall stand revised in line with the Officers' Pay Scales Revision 2024-2025, effective from the date of appointment.
- vi. The Pay fixation of all regular officers and Area Managers as well as contractual officers whose appointments made under the State Life officers pay scales shall also be prepared other than as specified under para-04 (iv) shall be prepared by the Zonal Pay Fixation Committee at payment of each cost center, duly verified by the Regional Pay Fixation Committee.

05. This is issued with the approval of the Executive Director (HR & Admin), SLIC.

(Dr. Nisar Ahmed Shah)
Divisional Head (HR&Admin)

Distributions:

- SO to CEO, SLIC
- PS to Executive Director (HR&Admin), SLIC
- All Divisional / Departmental Heads at PO
- All Regional Chiefs & Zonal Head including G&P
- All Regional / Zonal In-charges (HRA&P)
- All Regional / Zonal Accountants
- All Regional / Zonal Auditors
- Circular / Order File/ Office File/ Master File



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